

The Davis Companies

Vice President - Development

TITLE: Vice President - Development

COMPANY: The Davis Companies

LOCATION: Boston, MA

REPORTING RELATIONSHIP: The Vice President – Development will report to the Managing Director, Head of Residential Development.

COMPANY BACKGROUND: Davis is a vertically integrated real estate investment, development and management firm that leverages five decades of experience, the strength of its leadership team and employees and a diversified portfolio to deliver maximum value for its investors and tenants. Headquartered in Boston and investing across the United States, Davis prides itself on taking a nimble, collaborative approach to delivering best-in-class results from complex opportunities. With \$12.8 billion in gross asset value invested through real estate equity, debt and fixed-income securities, Davis today owns a real estate portfolio of approximately 15.2 million square feet of healthcare and life science, industrial, retail, office and hospitality properties and more than 5,800 residential units across the United States. For further information, visit www.thedaviscompanies.com

ROLE & RESPONSIBILITIES: Specific responsibilities will include, but are not limited to, the following:

- Ability to autonomously formulate a business plan in coordination with the Residential Vertical and execute all assigned investments involving development being performed directly and passively with oversight responsibilities.
- Strong leadership and people management skills with an ability to oversee team member(s) in the department; completion of tasks, meeting goals, and clear communication.
- Manage the deployment of internal personnel and outside consultants to ensure approved business plans are achieved.
- Improve and implement standard operating procedures relating to project management and reporting.

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- Actively participate and contribute on acquisition decisions relating to projects that involve development components and provide support to the firm in assessing the feasibility of new project opportunities.
 - Manage the development process from feasibility analysis to final completion including: site acquisition; planning, value engineering, design, and engineering; permitting; financing; marketing and leasing; and construction.
 - Assemble, negotiate contracts, and coordinate the project team including: legal counsel; architects and engineers; consultants, general contractors; and other requisite development team members.
 - Act as owner's representative at all government and project related public meetings.
 - Strong ability to coordinate programming and design of every aspect of the project including schematic, design development, and construction documents.
 - Develop pro-formas, financial sensitivity analysis, budget projections, and critical path schedules.
 - Communicate and consult with key internal team members in a regular and timely fashion on project progress, budget, and key issues in accordance with approved business plans.
 - Oversee permitting and engineering for related off-site municipal improvements such as roadways and water/sewage improvement.
 - Evaluate environmental issues and develop the proper solutions to address them.
 - Maintain and cultivate relationships with JV partners and investors and lenders, including marketing development projects to financial partners.
 - Represent the Company in the real estate community with respect to business development and other matters.
 - Other related duties as assigned.

SKILLS & QUALIFICATIONS:

- Minimum of 7 years' experience in real estate (including residential, retail, and/or hospitality), development and construction.
- Travel is expected to be minimal and will occur primarily on an as-needed basis for project or development activities outside of the Boston area.
- An advanced degree in real estate, engineering, construction, or related field.
- Strong experience in all aspects of the development process including planning, permitting, design, construction and finance.
- Proven ability to establish effective relationships with town officials, planning boards and neighborhood groups.
- Demonstrated development track record.
- Effective verbal, written and presentation skills.
- Knowledge of state and local politics and permitting procedures.
- Detail oriented with the ability to read, interpret, and modify plans.
- Prior experience in managing an external team.
- A team-oriented professional with creativity, initiative, and the breadth of real estate development experience.
- The ability to promote the organization to a variety of sophisticated audiences.
- Results-oriented attention to setting goals and getting things done – not merely delegating to others.
- Strategic, creative and analytically minded.
- Highly professional with strong interpersonal skills.
- Flexible, with the ability to work as a team player and relate well to colleagues at all levels of the organization.
- An individual who is organized, detail-oriented, has a sense of urgency
- Decisive, smart, and able to “think three-dimensionally”.
- Able to communicate effectively internally and externally.

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- Honesty, integrity and maturity, and the ability to exercise discretion.
 - A roll up your sleeves can-do attitude and strong work ethic.
 - The ability to juggle multiple tasks, be a self-starter and maintain composure in a fast-paced work environment.
 - The ability to be flexible in a dynamic, entrepreneurial environment with high level of energy, enthusiasm and positivity.

COMPENSATION

& BENEFITS:

Base Salary Range: \$210,000- \$225,000

Compensation will include a bonus and an attractive benefits package.

We are an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex (including pregnancy), national origin, age (40 or older), marital status, sexual orientation, gender identity/expression, citizenship, real or perceived disability or handicap, genetic predisposition, veteran status, and/or any other protected category in accordance with applicable federal, state or local laws.